

that 16 percent of gay and lesbian individuals reported being fired from or denied a job because of their sexual orientation. A study recently released by the Journal of Applied Psychology found that 37 percent of gay and lesbian workers, across the United States, have faced discrimination based on sexual orientation. 10 percent indicated they had been physically harassed, while 22 percent had been verbally harassed. Nearly 20 percent stated that they had resigned from a job or been fired as a result of discrimination based on sexual orientation. This is precisely why I believe that this Congress must act today, to protect the fundamental rights of all American workers.

H.R. 3685, the Employment Non-Discrimination Act of 2007 (ENDA), contains many important provisions that will make important strides toward ensuring workplace equality for all Americans. This legislation prohibits employers, employment agencies, and labor unions from using the sexual orientation of an individual as the basis for employment decisions, including hiring, firing, promotion, and compensation. It extends Federal protections already guaranteed to individuals based on race, religion, sex, national origin, age, and disability to gay, lesbian, and bisexual workers.

This legislation applies to private sector employers with 15 or more employees, as well as employment agencies, labor organizations, joint labor-management committees, Congress, and federal, state, and local governments. It authorizes the same enforcement powers, procedures, and remedies provided under existing Federal employment discrimination laws such as Title VII and the Americans with Disabilities Act.

Today's bill could go further. It could, and in my opinion should, also extend protections to individuals on the basis of gender identity. However, I believe that it is an important and significant step forward, and I look forward to working with my colleagues to enact fully inclusive legislation, to ensure that all Americans will ultimately be protected from workplace and employment discrimination.

I am pleased to support the amendment offered by my colleague, Mr. GEORGE MILLER. This amendment clarifies the religious exemption under ENDA, addressing concerns raised by some religious schools. It makes explicitly clear that religious organizations are given an identical exemption, under ENDA, to the one found in Title VII of the Civil Rights Act of 1964. This provision exempts religious corporations, schools, associations, and societies from religious discrimination claims. Mr. MILLER's amendment clarifies that both denominational and non-denominational religious schools qualify for exemption from ENDA. I thank my colleagues who joined me in supporting this amendment.

In addition, I would also like to express my support for the amendment offered by my colleague, Ms. BALDWIN, and my disappointment that it was not adopted. This amendment would have expanded ENDA's protections to persons discriminated against based on gender identity, defined as the gender-related identity, appearance, or mannerisms or other gender-related characteristics of an individual, with or without regard to the individual's designated sex at birth. This amendment highlighted the activism and dedication of individuals such as Phyllis Randolph Frye, a lawyer in Houston who has struggled for the rights of transgender people for decades. Further, the

language included in Representative BALDWIN's amendment addresses concerns of shared facilities, dress, and grooming standards, stating explicitly that the construction of additional facilities is not required. If this legislation is to truly achieve its goals of equal treatment for all Americans, this amendment is tantamount to that success. I therefore strongly hope that my colleagues will join me in enacting this amendment in the future.

Furthermore, I oppose the motion to recommit on the grounds that it was designed to either permanently derail or at least delay this historic legislation. In addition, the motion to recommit was regarding the definition of marriage, which is utterly separate from workplace discrimination.

Madam Chairman, this non-discrimination legislation is good for America: it benefits American citizens and American companies. Non-discrimination protects the civil rights of individuals, and it has proven good for business in some of our nation's most successful businesses. Our nation is built on the ideals of hard-work and equality, key values that are enshrined in today's legislation.

I urge my colleagues to join me in supporting this legislation, and in ensuring that all American workers enjoy basic employment protections.

WISHING MRS. MAGGIE KATIE  
BROWN KIDD A HAPPY 103RD  
BIRTHDAY

### HON. DAVID SCOTT

OF GEORGIA

IN THE HOUSE OF REPRESENTATIVES

*Thursday, November 8, 2007*

Mr. SCOTT of Georgia. Madam Speaker, I rise today to recognize an important milestone in the life of my constituent Mrs. Maggie Katie Brown Kidd. On December 8, 2007, Mrs. Kidd will celebrate her 103rd birthday. Many family members and friends will recognize this momentous occasion with a party in late November.

Maggie was born during President Theodore Roosevelt's second term in office and has lived to see another 16 presidents in her lifetime. Maggie Brown was the eleventh and youngest child born to William (Doc) and Lucy Callahan. She is the sister of Johnny (John S.) Brown, Rosie May Brown, Pearlie Docia Ann Brown Seals, Jasper Brown, Sally Mack Brown Finch, Evie Brown Robinson, Lena Jane Brown Jewell, Mary Lou Brown, Jewell McNabb, Nora May Brown Barrow, Climie Lee Brown Finch Haynes and James Richard (J.C.) Brown.

At a young age, Maggie united with the Mount Zion Baptist Church in Stephens, Georgia under the leadership of Reverend W.M. Combs, and was baptized by Reverend Henry Gresham. After church, she loved to play baseball on Sunday afternoons with her siblings. She remained with Mt. Zion until she moved to Atlanta, and still feels a connection to her home church.

On November 30, 1940, she married Willie (Dock) Kidd, III, son of Willie Kidd, II and Annie Lou Dalton, and brother of Bernice Kidd Wingfield, Ceola Kidd Jackson, Janie Kidd Jackson and Carrie Kidd Thomas. Mr. and Mrs. Kidd raised two children, John and Rosalyn. She is also a grandmother to four,

and a great-grandmother to three children. As her husband and all siblings have passed away, Maggie is the matriarch of her family.

Maggie still takes long vacation trips with her children and participates in family gatherings and activities outside of Georgia. Maggie is an avid quilter and enjoys a quiet afternoon stitching in her favorite chair.

In closing, Madam Speaker, I ask my colleagues to join me in recognizing the life of Mrs. Maggie Katie Brown Kidd, by wishing her a very happy 103rd birthday.

LANTOS RECOGNIZES YAD  
VASHEM CEREMONY HONORING  
ALBANIANS WHO SAVED JEWISH  
LIVES DURING THE HOLOCAUST

### HON. TOM LANTOS

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

*Thursday, November 8, 2007*

Mr. LANTOS. Madam Speaker, I would like to call the attention of my colleagues in the Congress to a ceremony that was held on November 1 at Yad Vashem, the Holocaust Martyrs' and Heroes Remembrance Authority in Jerusalem. This ceremony, which recognized the unique role that Albanians played in saving every Jew who either lived in Albania or sought asylum there during World War II, marking the opening of "Besa: A Code of Honor/Albanians who Rescued Jews during the Holocaust." This exhibit by Jewish American photographer Norman Gershman documents the heroism of the rescuers and their families—65 percent of whom were Muslim—who saved more than 2,000 Jews from the ravages of the Nazi Holocaust.

Few people are aware that all Jews who lived in Albania during World War II or sought asylum there were saved from likely death during the Holocaust. Approximately 200 Jews lived in Albania during the early 1930s, while nearly 2000 Jews resided there by the end of the war—making Albania the only nation that can claim that every Jew within its borders was rescued from the Holocaust. When the Italian fascists invaded Albania in 1939, followed by the German Nazis in 1943, the Albanian population hid Jews; furthermore, Albanian government officials refused to comply with the order to provide a list of Jews living in Albania. While many Albanian citizens hid Jews on their own initiative, the rescue operation became more coordinated as the danger increased and "national liberation councils" in towns where Jews were hiding moved them from place to place—either with false passports or disguised as Albanian peasants. Albanians living in Kosova, Macedonia, and Montenegro, then part of the former Yugoslavia, were instrumental in gaining safe passage for Jews into Albania.

Not only were the Albanians isolated from centuries of institutionalized anti-Semitism, Madam Speaker, but they also have a history of religious tolerance based on the Kanun (a set of customary laws developed in the 15th century and passed down through the generations). Its underpinning moral code of besa, which is celebrated in the Yad Vashem photo exhibition, emphasizes a sacred promise to keep one's word as well as to provide hospitality and protection. As the Western concept of "foreigner" does not exist within the Kanun,